

Article - Education

[\[Previous\]](#)[\[Next\]](#)

§23–810.

(a) The employer may not:

(1) Interfere with, coerce, unduly influence, or restrain an employee's exercise of rights under this subtitle;

(2) Dominate, interfere with, assist in the formation, administration, or existence of, or contribute financial assistance or other support to an employee organization;

(3) Encourage or discourage membership in an employee organization by discriminating against an employee through hiring, tenure, promotion, or other conditions of employment; or

(4) Refuse to bargain in good faith with an employee organization that is the exclusive representative of the employees.

(b) An employee organization may not:

(1) Interfere with, coerce, unduly influence, or restrain an employee's exercise of rights under this subtitle;

(2) Cause or attempt to cause the employer to discriminate against an employee because the employee exercises a right under this subtitle;

(3) Discipline or fine a member of the employee organization as punishment or reprisal;

(4) Discipline or fine a member of the employee organization for the purpose of impeding the member's work performance; or

(5) Refuse to bargain in good faith with the employer or to participate in good faith in a procedure under this subtitle.

(c) (1) An employee who is a member of a bargaining unit with a certified exclusive representative may, without the intervention of an employee organization, discuss any matter with the employer.

(2) This subsection does not waive the right of the employee organization to be the exclusive bargaining representative for issues related to wages, hours, and working conditions and is not intended to create an alternate path to alter terms and conditions of the collective bargaining agreement between the parties.

[\[Previous\]](#)[\[Next\]](#)